

OUTLOOK

A WEEKLY NEWSPAPER FOR FACULTY AND STAFF AT THE UNIVERSITY OF MARYLAND AT COLLEGE PARK

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Undergraduate Education Day Set for April 10

Wednesday, April 10 has been designated Undergraduate Education Day, a campus-wide event sponsored by the 1990-91 Lilly Teaching Fellows.

The fellows have asked all College Park faculty to spend class time that day focusing with their students on one or more of five topics that were an outgrowth of the highly productive first Undergraduate Education Day discussions held last spring.

In addition, academic departments have been encouraged to plan activities that will celebrate the achievements of undergraduates in their major or program. These might include performances, exhibitions, displays of undergraduate research, student panel discussions, lectures, readings or other activities that highlight interesting work by undergraduate students.

The five discussion topics are:

- Think of a time when you really learned something. What can we do in this class/depart-

ment to replicate the conditions of that successful learning experience?

- What is this class/depart-ment/college doing to further the general education of undergraduates? Is it enough? Is it effective?
- Is our major structured effectively? Are there changes in requirements or offerings that would deepen the undergraduate experience in this major?
- What can we do to strengthen undergraduate education in a time of economic shortages?
- What can we do to further the creation of an active intellectual community involving all students and faculty on campus?

The 1990-91 Lilly Teaching Fellows are Maureen Flynn, History; Nabil Kartam, Civil Engineering; Roberta Lavine, Spanish and Portuguese; Margaret Palmer, Zoology; John Seidel, Anthropology, and Angelina Yee, Hebrew and East Asian.

Faculty not teaching on April 10 are urged to attend the activities of



1991-92 Lilly Teaching Fellows Named

From left to right: Patrick Kangas, Jason C. Kuo, Ken Taylor, Seung-kung Kim, David Yager, and Katie King with Lilly Fellows Program Co-directors Maynard Mack, Jr., Department of English, and Kathryn Mohrman, Dean for Undergraduate Studies. Not pictured: Alaka Wali. See story on Page 2.

their departments and take part in departmental meetings or receptions to be held at the end of the day.

Tom Otwell

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Campus Explores Total Quality Improvement at All-Day Conference

Taking a page from the success stories of such private sector giants as Xerox, IBM, Marriott and other companies that have earned praise for their attention to high quality, reliability and customer service, College Park recently explored total quality improvement at a day-long conference to see how the concept might be adapted to higher education.

Known as "Total Quality Management" (TQM), the program is a way of improving the quality of products and services, employee job satisfaction and productivity while holding down costs. It draws on concepts that have been widely adopted by American corporations, including some that have won the Commerce Department's Malcolm Baldrige National Quality Award.

During the March 11 conference hosted by College Park President William E. Kirwan, more than 350 attendees heard panelists and presenters from both the private and public sectors discuss how quality improvement concepts could be applied to institutions of higher education and the educational curriculum. The audience included university administrators, among them the presidents of several area community colleges, and representatives from state and local government agencies, and Maryland businesses and industries.

"Total Quality Management is

the tool you give your people so they can get the job done," said David Kearns, chairman of the Xerox Corporation and luncheon speaker. "[It] is absolutely applicable to the education process... to pedagogy and with how people learn."

Kearns is widely credited for using quality improvement strategies to revitalize the Xerox Corp.

The company's quality manager Charles Kendig is on special loan to the university this year. Kirwan and the campus' four vice presidents already have received 20 hours of quality improvement management training.

J.Randall Evans, secretary of the Maryland Department of Economic and Employment Development, told the audience that DEEDs has adopted the slogan: "Quality is at work in Maryland." At the heart of the program, he said, was "change in the way we organize ourselves, in the way we do our work."

Total changes in the culture of the institution to meet changing customer requirements and expectations were themes repeated throughout the day-long conference.

Thomas Tuttle, director of the College Park-based Center for Quality and Productivity, said that

continued on page 2

Nominations for Outstanding Woman Award Due April 15

Every year the President's Commission on Women's Affairs honors an outstanding woman from the College Park campus at an awards ceremony held in early fall. The process begins with nominations made each spring. Awards committee chair Richard McCuen (Civil Engineering) would like the university community to know that the nomination deadline for the 1991 Outstanding Woman Award is Monday, April 15. He has forms, criteria and answers to questions. Call 405-1949 for further information.

1991-92 Lilly Teaching Fellows Named

Seven junior faculty members have won Lilly Teaching Fellowships for 1991-92.

The Lilly fellows are: Patrick Kangas, Agricultural Engineering; Seung-kyung Kim and Katie King, Women's Study Program; Jason Kuo, Art History; Kenneth Taylor, Philosophy; Alaka Wali, Anthropology, and David Yager, Psychology.

The fellowships, which give their recipients release time to work on projects related to undergraduate teaching, are jointly supported by the Office of the Dean for Undergraduate Studies and the Lilly Endowment of Indianapolis.

In addition to their individual projects, each fellow will attend regular meetings at College Park, two Lilly Endowment-sponsored national conferences, and will organize a campus-wide activity in spring 1992. During the past two years, the Lilly Fellows have sponsored Undergraduate Education Day which this year will be held April 10. (See story on page 1.)

Next year is the third and final

year that the program will receive Lilly Endowment support, but Undergraduate Studies Dean Kathryn Mohrman says she is eager to retain some version of the program at College Park.

"We have begun to build momentum on campus through the Lilly program," she says. "We hope to find a way to support a similar fellowship, perhaps one open to all faculty regardless of rank."

Kangas, coordinator of the College Park Natural Resources Management program, will refine a computer simulation model for use in his courses and explore how his inter-active program can be applied to other teaching situations.

Kim and King, who share a fellowship, will develop a new course called "Women in Cross-Cultural Perspective" and examine ways in which scholarly knowledge can nourish even beginning classes.

Kuo's project involves developing a course called "The Western Image of Asian Art" that will introduce students to Asian art through the study of Western (mis)percep-

tions of it.

Taylor will design a course called "The Tradition Challenged" that will serve as both an introduction to and a critical view of Western philosophy. His goal is to attract a broader cultural and ethnic mix of students than now take the introductory courses.

Wali's project is to develop a course called "The Anthropology of Complex Societies" that will examine the relationship between gender, class, and cultural diversity. The course will include consideration of her research on the effects of economic development in Montgomery County.

Yager will develop a laboratory course on the biological basis of behavior that will take advantage of the recent convergence of behavioral research with modern neurobiological techniques.

All Lilly Fellows have been assigned mentors from their department's senior faculty member ranks.

Tom Otwell

Campus Explores Total Quality

continued from page 1

"Total quality is a strategic response to a changing environment. . . Total quality provides a process to enable us to manage that change. The leadership of the institution must develop a quality strategy at the campus level and then work with divisions, colleges and departments to translate that strategy into their own operating area."

Tuttle and the Maryland Center have earned high marks from the Maryland corporate community for conducting productivity audits as well as providing training, technical assistance and research support to firms around the state.

"Customer-driven," "employee empowerment," "process focus," and "benchmarking" to measure the best of the best, were other recurring themes advanced by speakers that included William Potter, chief executive officer of Preston Corporation, Richard Marriott, Marriott Corporation vice president, Gerald Ebker, president of IBM's Federal

Sector Division, and Aris Melissaratos, vice president and general manager, Westinghouse Electric Corporation.

Wilbur Meier, the National Science Foundation's director of Engineering Infrastructure Development, said that because of the forces for change that are affecting universities, a paradigm shift, or a completely different way of looking at things, is crucial to the success of a move in the direction of total quality.

"We need a quality improvement process that is focused, flexible, fast and friendly, not just a quality improvement day," he said.

Tom Otwell

Copies of Thomas C. Tuttle's remarks, "Quality Improvement Strategies for Higher Education: From Words to Action," are available from the Maryland Center for Quality and Productivity at 403-4535.

Chun-tu Hsueh to Head New Foundation

Government and politics professor Chun-tu Hsueh has been named president of the Huang Hsing Foundation, a newly established non-profit educational organization. The foundation is named in honor of one of the two most important leaders of the 1911 Revolution that overthrew the Manchu dynasty. The foundation will support individuals and institutions in the U.S. and abroad in the fields of modern Chinese history, social sciences, humanities and the arts.

In commemoration of the 80th

anniversary of the 1911 Revolution and the 30th anniversary of the publication of Hsueh's book *Huang Hsing and the Chinese Revolution*, the foundation plans to spend \$50,000 for awards to the PRC scholars who made contributions to the study of Huang Hsing in the 1980s and to co-sponsor an international symposium on the Chinese leader in the fall of 1991.

Hsueh, who has taught at Hong Kong, Berlin, Columbia and Harvard universities, will be on sabbatical leave this fall.



Richard Marriott,
Vice President,
Marriott Corporation

OUTLOOK

Outlook is the weekly faculty-staff newspaper serving the College Park campus community.

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Letters to the editor, story suggestions, campus information & calendar items are welcome. Please submit all material at least three weeks before the Monday of publication. Send it to Roz Hiebert, Editor Outlook, 2101 Turner Building, through campus mail or to University of Maryland, College Park, MD 20742. Our telephone number is (301) 405-4621. Electronic mail address is outlook@pres.umd.edu. Fax number is (301) 314-9344.

UNIVERSITY OF MARYLAND AT COLLEGE PARK



Danish Ambassador Visits College Park

The Danish ambassador to the United States, Peter Dyvig (center), was welcomed recently by Arts and Humanities Dean Robert Griffith (left) and Professor James Lesher in the all-purpose room of St. Mary's Hall Language House. Ambassador Dyvig spoke on Denmark and Europe during a meeting of Vivian Green-Gantzberg's course "Scandinavian Civilization: Denmark Today."

NEWS

News and Views from the Campus Senate



By Andrew Wolvin and Ralph Bennett

To enable the university to develop a more effective system of faculty governance, an ad-hoc committee chaired by Robert Birnbaum of the Center for Postsecondary Governance and Finance studied the present system of faculty governance at several leading universities and offered recommendations for College Park. Their report was delivered in February of 1990.

Two Campus Senate task forces then reviewed these recommendations for both campus, college and departmental governance (chaired by Andrew Wolvin, Speech Communication) and Campus Senate committees and procedures (chaired by Ralph Bennett, Architecture). This review began in the fall of 1990.

The two task forces have jointly produced a legislative report, which is scheduled to be discussed by the Campus Senate in April.

The report affirms four principles of shared governance at College Park:

- The campus must be committed to shared governance as central to academic life;
- Such governance is shared by faculty, administrators, staff and students alike;
- All principles of shared governance must be implemented at every administrative level; and
- Formal and informal communication is fundamental to the effective functioning of shared governance.

The non-Senate recommendations for the improvement of cam-

pus governance emerge from these principles. The task force has recommended that shared governance must be a foundation of every Plan of Organization of units at every administrative level in order to promote participatory decision-making. Shared governance should be characterized by a two-way flow of information between committees and the bodies or administrators appointing them. Deans and chairs should be appointed for five-year terms, and all campus administrators should receive periodic performance reviews that include input from the faculty, staff and students in the administrative unit.

The university president is encouraged to hold informal meetings with various faculty, staff and student groups and to continue (with the provost) to address the state of the campus at open Campus Senate meetings. A more responsive and responsible campus communication climate should be established.

Senate recommendations include a proposed broadening of the Senate Executive Committee's consultative role by delegating day-to-day Senate management and committee membership to two subcommittees in order to free the Executive Committee to be more active in consulting with campus administrators. One of the proposed subcommittees would focus on identifying membership for committees and then monitoring the committees' operation; another would prepare and organize material for Senate debate. A suggested Faculty Caucus of the Senate would establish a body representative of faculty campus-wide. A number of proposals are designed to improve the efficiency and continuity of Senate operations.

It should be noted that the university does have documents presently in place that bear upon the concepts of shared governance in the conduct of official business. The "Procedures for the Review of the Performance of the Academic Units and their Administrators on the College Park Campus of the University of Maryland" (1973); "The Re-

port of the Senate-Chancellor Task Force on Academic Decision Making" (1979); "The Plan for Academic Reorganization" (1985); and "Policy on Reduction, Consolidation, Transfer, or Discontinuance of Programs and Termination of Faculty Positions During a Financial Emergency" (1989) spell out campus-wide policies that call for input from affected constituencies in all policy decisions.

The principles of shared governance are of increasing importance in today's budget climate. The development of a stronger climate of shared governance will require considerable commitment on the part of administrators to engage seriously faculty, staff and students in the decision-making process—a commitment that is certainly exemplified presently at the campus level by the vice president/provost for Academic Affairs and by the university's president. A continuing commitment will require serious participation in the process by faculty, staff and students alike—a commitment that necessitates a willingness to spend time and energy in making the best possible decisions throughout the university.

HOW TO GET THE REPORT

Copies of the report are available in the Campus Senate upon request. Call x55804 for information or to request copies.

How to Vote in the 1991 Campus Senate Elections

Faculty, certain categories of staff, and undergraduate and graduate students are eligible to vote in the spring 1991 Senate elections.

Faculty vote in their departments and are reminded that the election process must be completed by April 15.

Staff in the Service and Maintenance, Skilled Crafts, and Exempt Classified categories should look for their ballots in the mail after April 3. These ballots need to be returned to the Senate office by April 15. Other categories of staff do not elect senators this year.

Graduate and undergraduate students may vote April 8-15 in their colleges or in the Campus Senate office during regular business hours, or at special voting tables on campus. These tables, located outside the Student Union, South Dining Hall, and Hornbake and McKeldin libraries, will be open April 8-15 from 10 a.m. to 2 p.m. Students voting will be asked to sign in and show identification and registration cards.

All faculty, eligible staff and students are encouraged to participate in the governance of College Park by voting to elect the senators who will represent them in the Campus Senate.

Call the Senate office at 405-5805 if you have questions.

Fourteen Faculty Selected for Summer Institute on Women and Race

The Curriculum Transformation Project has announced the participants chosen for the 1991 summer faculty development institute, "Thinking about Gender and Race."

Those selected include: Charles Butterworth (Govt. and Pol.), Charles Caramello (Engl.), Bernard Cooperman (Hist.), Carmen Coustaut, (RTVF), Abhijit Dasgupta (Mech. Eng.) Verlyn Flieger (Engl.), Marilyn Lashley (Afro-Am. St.), Marla MacIntosh (Agron.), Barry Pearson (Engl.), Marvin Scott (Kinesiology), Allen Stairs (Phil.), Martha Taylor (Human Nutr.), Edison Trickett (Psych.) and Madeline Zilfi (Hist.).

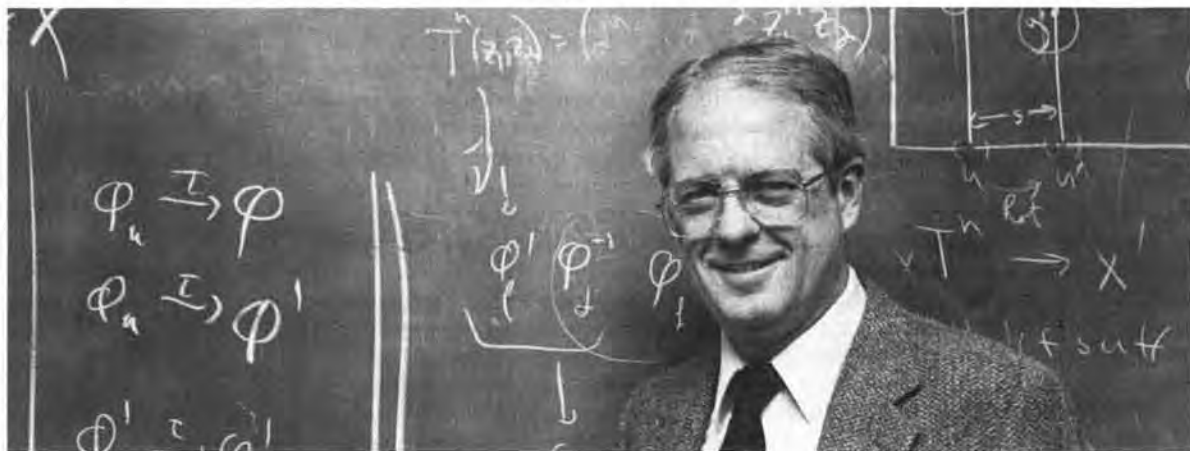
The 1991 institute is the third to

be funded under a campus initiative to improve the quality of education especially for undergraduate women. The first two summer institutes concentrated on integrating materials and perspectives about women and gender into the undergraduate curriculum. This summer's institute will be the first to focus equally on gender and race. It will be co-led by Deborah Rosenfelt, women's studies, who directs the Curriculum Transformation Project and Rhonda Williams, who holds a joint appointment in Afro-American studies and economics.

Asian American "Model Minority" Myth to be Discussed

Paula Bagasao, director of faculty and graduate student affirmative action at the University of California, will discuss the "model minority" myth as it relates to Asian Americans on April 3 from 12:30-2 p.m. in Room 0109 Hornbake, South Wing. By looking at the values, needs, and concerns of this diverse group of people, Bagasao will consider how educators can get behind and beyond the myths about Asian American and Pacific American students to ensure their full participation in campus life. The Office of Human Relations Programs and the Academic Affairs Brown Bag Series are co-sponsors of the talk. Call 405-2842 for information.

Kirwan Addresses Maryland Mathematics Coalition, Markley Chairs Board



Nelson G. Markley

Educators, industry and government must band together to reverse an accelerating decline in mathematics literacy in the state of Maryland, as well as nationwide, says College Park President William E. Kirwan. The problem, which threatens our nation's ability to compete effectively in the world market, needs to be immediately addressed throughout the entire educational system, he says.

Kirwan, chair of the National Research Council's Committee on the Mathematical Sciences in the Year 2000, made his remarks at a recent meeting on campus of the Maryland Mathematics Coalition. The organization of state-wide educators, public policy makers, and business and corporate leaders was created last fall to help improve mathematics literacy in the state of Maryland.

"There is a general decline in mathematics literacy nationwide and in the state of Maryland," Kirwan said. "This is a problem that must be dealt with at all levels, from elementary school through graduate school, and within government, business and industry."

To combat the problem, the Maryland Mathematics Coalition last year established a statement of purpose for the board and an interim plan of organization, endorsed the creation and publication of a newsletter, began plans for a membership drive, and appointed an interim executive committee.

Chairing the Governing Board of the coalition is Nelson G. Markley, chair of the Department of Mathematics.

"The purpose of the coalition is to encourage, coordinate and focus efforts to improve mathematics education in the state," says Markley.

The first major objective of the coalition is to create a plan that encourages individual citizens, schools, colleges, corporations and government agencies in Maryland to unite in efforts to improve mathematics literacy throughout the state.

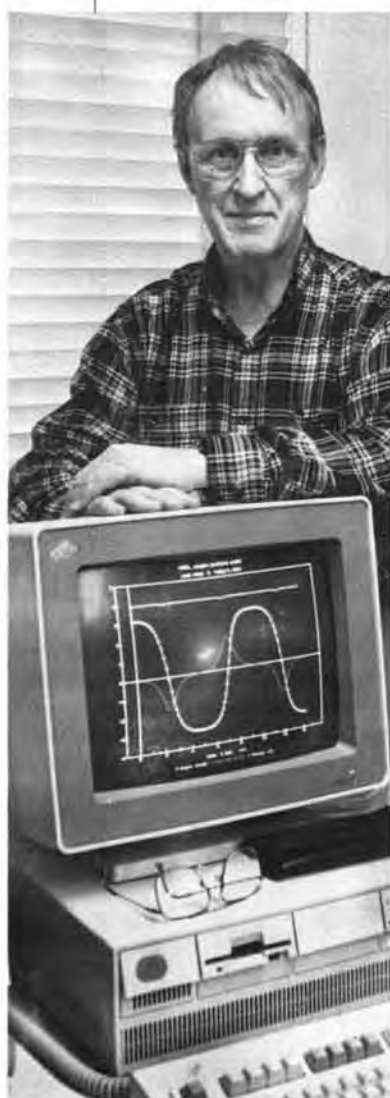
"Over the coming year, our governing board will be setting the agenda for the coalition, enlisting support across the state and linking up with the Mathematical Sciences Education Board," Markley says. "We cannot solve the problems we are facing in isolation. We have to bring public school educators together with corporate leaders, policymakers and university administrators. The United States cannot continue to remain competitive in the international market if our mathematics literacy continues to decline."

One of the goals of the coalition is to help establish a state-wide Early Mathematics Placement Test for eleventh graders who plan to attend college. "We believe that the key to preparation for collegiate mathematics is early assessment of mathematical ability," Markley says. Results from the test would provide advice to students for mathematics study based on their stated post-graduation plans. This approach could be modeled after one already used at College Park. The math department here uses a similar test for eleventh graders who want to prepare for this university's mathematics requirements, notes Markley.

The coalition also plans to look for ways to encourage more females and minorities to study mathematics. These groups are under-represented in professions that rely heavily on mathematics, according to Markley. "Females and minorities are not encouraged as young people to study mathematics, and as a result, many of them lose interest in the subject at early points in their schooling. We need to reverse that trend," he says.

Fariss Samarrai

Physicist Breaks Abstraction Barrier



Charles W. Misner

Charles W. Misner is breaking the abstraction barrier of college-level physics. "College physics students normally spend years dealing with abstract calculations before they are able to apply these calculations to real problems," he says. "It's time for physics educators to reverse that process and bring forth real problems first, then allow the students to figure out the solutions."

Misner, a professor of physics, was recently profiled in the Harvard University Press book *Origins*. The book provides a unique study of the philosophical, personal and social factors that led 27 of the world's leading cosmologists, including Misner, to careers of scientific inquiry.

Misner is helping to change physics education with a new textbook he has co-authored to help students use computer spreadsheet software for solving physics problems creatively. The book, *Spreadsheet Physics*, was published in February by Addison-Wesley Publishing Company as a supplemental text for freshman physics courses. It is among the first books to show students how to use spreadsheet software for their math and physics studies.

Misner and co-author Pat Cooney wrote the book after more than two years of adapting spreadsheet software to physics problems. Cooney, a physicist at Millersville State College in Pennsylvania, is on sabbatical this semester at College Park.

"Learning physics is like learning a language, and it should be taught like one," Misner says. "People learn to speak a language before they start studying the rules of grammar. In physics we've been teaching people the rules before they learn the language of physics. With our

method, we are reversing that process by teaching students to use physics first, and then to deal with the huge abstract calculations later."

According to Misner, this new method of instruction and learning is possible only through computers. "With computer graphics we have a physical model that students can alter to see math in a qualitative way," he says.

With data displayed graphically, students can analyze the significance of their information and find out how such results were derived, Misner says.

With the Misner and Cooney method, students are able to deal with complex problems using differential equations up to three semesters earlier than they would through the traditional mathematics process.

"With this spreadsheet method, we have freshmen students working on the same type of problems that they normally would not encounter until graduate school," Misner says.

According to Misner, traditional freshman texts have stayed away from graphs because they generally require too much of the students' time to make and analyze. The Misner and Cooney book shows students how to adapt spreadsheet software—LOTUS 1-2-3 and its clones—to physics and mathematics studies.

"Our hope is that we can eventually bring this approach to the high schools," Misner says. "By breaking the abstraction barrier, it is possible that more of these students will at an early point in their careers see themselves moving into technical careers."

Fariss Samarrai

Troth to be Remembered in Memorial Concert

On Tuesday evening, April 2 at 8 p.m., the Department of Music will present an evening of music in memory of Eugene Troth, who was chair of the department from 1971-1979. Music faculty members performing include Carmen Balthrop, Linda Mabbs, Emerson Head, Robert McCoy, Evelyn Elsing and Ron Elliston. The concert will take place in Tawes Recital Hall and is free and open to the public. Call 405-5548 for information.

Conference Will Examine Life of Hispanic Jews

Spain's foreign policy in 1492 will be the subject of world-wide attention during the next 18 months. But actions on the Spanish homefront during the year that Columbus discovered the Americas will keep historians busy as well.

As Columbus set sail to the New World, an entire group of people was being forced from Spain under tragic circumstances. By royal decree, Jews living in the nation faced the Hobson's choice of converting to Christianity or leaving their homes for another land.

With the 500th anniversary of the expulsion of the Jews from Spain approaching, an international group of scholars will gather at College Park April 21-22 for a major symposium, "In Iberia and Beyond: Hispanic Jews Between Two Cultures." The symposium, sponsored by the Center for Renaissance and Baroque Studies and the Joseph and Rebecca Meyerhoff Center for Jewish Studies, will focus on the social and cultural history of Spanish Jews both before and after the expulsion.

Disputes among historians persist concerning the quality of life of Jews in Spain during the centuries before the expulsion, says Bernard Cooperman, Louis L. Kaplan Professor of Jewish History. Cooperman organized the conference along with Adele Berlin, director of the Meyerhoff Center, and Adele Seeff, executive director of the Center for Renaissance and Baroque Studies.

Conference participants will present papers that cover different views of the life of Jews who lived in Spain over a span of more than 1,000 years, he says. The group includes both scholars of Spanish and Jewish history.

"We're trying to bring together people who might not ordinarily meet each other," Cooperman says.

Jews originally went to Spain during the Roman conquest of the region, according to Cooperman.

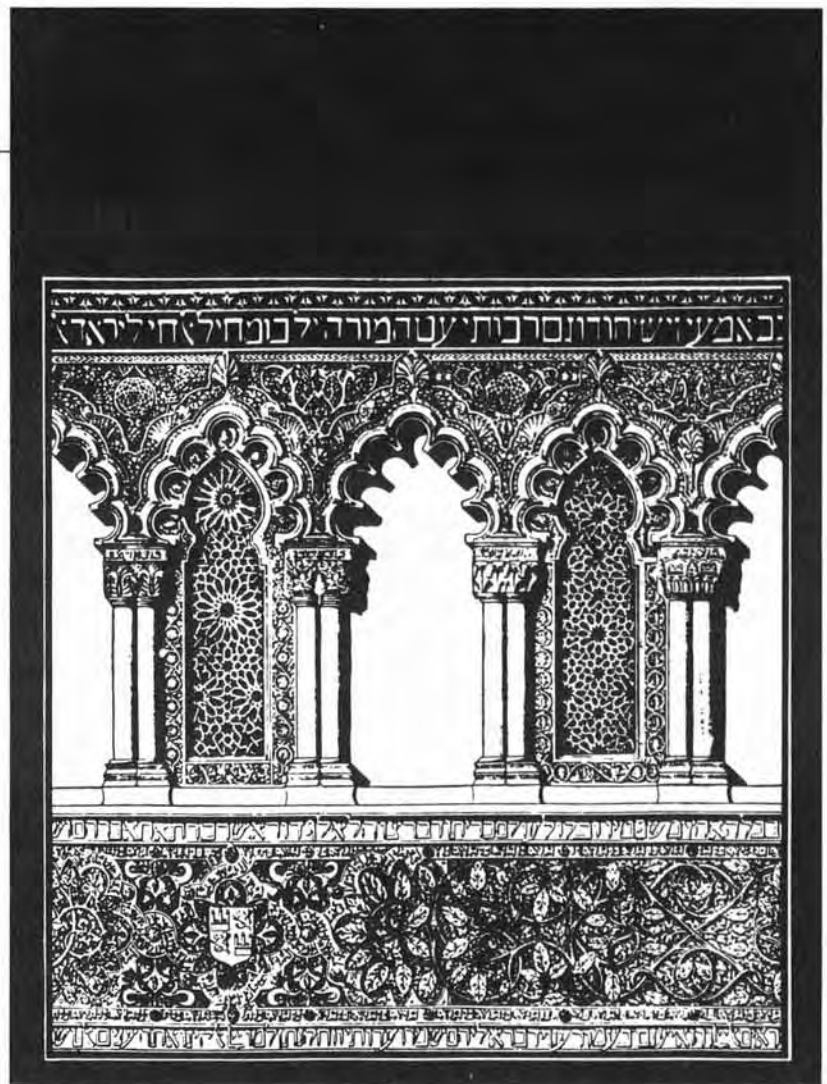
In the late 6th century and early 7th century, the first major persecution of Jews in Spain occurred. Many Jews were forced to become *conversos* (converts to Christianity), while others fled.

In 711, Muslims invaded and conquered Spain, a turn of events that led to a dramatic resurgence of Judaism in the region, Cooperman says. During this so-called "Golden Age," Jews earned places in the upper echelons of Spanish society.

However, life for the Spanish Jews began to deteriorate in about the 11th century as Christians began to reconquer Spain. Interestingly, the expulsion order came in the same year that the last Muslim stronghold in Spain fell, Cooperman says.

Among the important issues that will be discussed during the conference are: the quality of life of Spanish Jews before the expulsion, the life of converts and the diaspora of the Spanish Jews.

John Boswell, a prominent scholar of medieval studies at Yale Uni-



Arch motif from medieval Spanish synagogue

versity, will present the conference's keynote address on "An Unhappy Family: The Interaction of Judaism, Christianity, and Islam in the Middle Ages."

Sponsors of the conference include the College of Arts and Humanities, the Graduate School, the Department of History, the Israel Committee and the Latin American Studies Center.

For information about the conference, call 405-6830.

Brian Busek

Exhibit Will Feature Art from East Germany

With eastern Germany changed forever by the opening of the Berlin Wall and German reunification, an upcoming Art Gallery exhibition, "New Territory: Art from East Germany," is as much a historical document as a show on the work of emerging artists.

The exhibit, which will open April 2 and run through April 26, will feature the work of 16 young, contemporary artists from what was formerly known as the German Democratic Republic. The group consists of artists who are little known in the Western world, but are among the most promising artists on the eastern German art scene, says Cynthia Wayne, associate gallery director.

A particularly interesting aspect of the show is that the works, though contemporary, were created in a political climate that has changed completely. The works were produced before the fall of the Berlin Wall and the movement toward German reunification, Wayne says.

The exhibition, therefore, offers a view of the particular sensibilities of contemporary eastern German

artists just prior to their exposure to Western stylistic influences that are emerging as a result of German reunification, according to Wayne.

Because all the artists were born after 1950, they never had experienced life without the Wall as they produced the works, Wayne says. In large part, their work is indebted to pre-war expressionism and the work of expatriate contemporaries such as A.R. Penck, Georg Baselitz and Joseph Beuys, she adds.

The exhibition, presented in cooperation with the Goethe Institut Boston, was organized by Lelia Amalfitano of the School of the Museum of Fine Arts in Boston, where it was shown originally. Exhibit sponsors include the Old Cambridge Company, the James J. Colt Foundation, the Copley Plaza Hotel, S.O. Charitable Trust UAD, and Northwest Airlines.

Art Gallery hours are Monday-Friday noon-4 p.m.; Wednesday evenings until 9 p.m.; and Saturday and Sunday 1-5 p.m. The exhibition is free and open to the public.

Piano Finalist to Play Solo Recital

Oleg Volkov, a finalist in last summer's William Kapell Competition, will appear in solo recital at the Center of Adult Education on Friday, April 5 at 8 p.m.

The first half of Volkov's program features Beethoven's 12 Variations on a Russian Dance Theme as well as his 32 Variations in C-minor and Mendelssohn's *Variations Serieuses*. Rachmaninoff is the focus of the last half of the program, which includes his Four Preludes, Op. 23 and his Sonata No. 2 in B-Flat minor.

The concert, which is free and open to the public, is presented under the auspices of the Friends of the Maryland Summer Institute for the Creative and Performing Arts and is made possible through the generosity of Mr. and Mrs. Frank Chapper and Dr. and Mrs. John Layman. No tickets are needed.

Call 405-6543 for information.

Current Events to be Featured at Library Alumni Program

"News, Damn News and Lies: Evaluating Current Events" will be discussed at the College of Library and Information Services' (CLIS) spring alumni chapter program on April 3. Two speakers, Thomas Blanton, deputy director of the National Security Archives, and CLIS alumnus Rob Robinson, a research librarian for National Public Radio, will consider the reliability of information as affected by information bias, media and misinformation. The \$5 cost covers a light supper at 6:30 p.m. in Room 4114 of the Hornbake Building, followed by the presentation from 7-9 p.m. All interested persons are welcome to attend. Call Esther Herman at 405-2064.

Nearing Retirement? Some Things You Ought to Know

Two years ago we interviewed Francis Stark, Special Assistant to the Vice President for Academic Affairs, whose portfolio is faculty retirement counseling. Since some things change over a two-year span, we asked him some of the same questions today, plus some new ones. Stark, who retired in 1980 with 40 years service, is Emeritus Professor of Horticulture, and has served as department Chair (1967-74), provost of agricultural and life sciences (1974-80), and was called back after retirement to serve twice as acting vice chancellor for academic affairs at College Park. Here are his answers to our questions.

Q. How many retirement plans do we have available to university employees?

I can count 10. Faculty participate in either TRS (Teachers Retirement—the old plan), TPS (Teachers Pension—the new plan), or TIAA-CREF (an optional plan). Classified employees participate in either ERS (Employees Retirement—the old plan) or EPS (Employees Pension—the new plan). Associate Staff may participate in either TRS, TPS, TIAA-CREF, ERS, or EPS, as the case may be. All of the above participate in Social Security. A few faculty in the Cooperative Extension Service participate in a Federal Retirement Plan. Everyone is eligible for certain tax-deferred annuities including the State 401 (k) plan, or an SRA through TIAA, and tax deferred IRAs could be purchased for five years between 1982 and 1986. Tax-deferred annuities, by IRS definition, are retirement plans. The numbers of employees in the Federal plan is rather small, so I won't make further reference to them.

Q. When can an employee retire?

TIAA-CREF participants may retire at any time. For participants in other plans, to retire *without* penalty the following conditions must be met: TRS and ERS—must be either age 60 or have 30 years service; TPS and EPS—may retire at any age with 30 years service, or with only two years service at age 65, three years service at age 64, four years service at age 63, or five years service at age 62; Social Security—at age 65 until the year 2000; tax-deferred annuities may not be drawn until age 59 1/2 except for certain specific purposes.

Q. What does "without penalty" mean?

TRS and ERS participants may retire as much as five years before meeting either age or service threshold, but the penalty is a 6 percent reduction in benefits per year, prorated by months. TPS and EPS participants may retire as early as age 55 if they have 15 years of eligibility service, but the penalty is a reduction in benefits by 0.5 percent for each month needed to reach age 62 or 30 years service. Until the year 2000, Social Security is

available at age 62 with a 0.5556 percent reduction in benefits for each month below the age 65 threshold.

Q. What is the basic difference between the State Retirement/Pension Plans, on the one hand, and TIAA-CREF, on the other?

The State plans are *defined benefit* plans, whereas TIAA-CREF is a *defined contribution* plan. In defined benefit plans, the benefits are known in advance, such as the formulas for calculating the pension and what the COLA (Cost of Living Adjustment) will be. In defined contribution plans the benefits depend on the contributions made to the plan and the performance of the plan's investments. In periods of high return on investments, the benefit may be increased after retirement, but there is no defined COLA. Social Security is a defined benefit plan, by the way, and tax-deferred annuities are defined contribution plans.

Q. So, what COLA can one expect after retirement, then?

Social Security benefits are increased on January 1, each year, in an amount equal to the percentage increase in the U.S. CPI-U (Consumer Price Index—Urban) for the year ending the previous September 30, if the increase is as much as 3 percent. If less than 3 percent increase, the COLA may be delayed a year, unless the Congress deems otherwise, which is possible—even likely.

TRS and ERS benefits are increased on July 1 each year in an amount equal to the percentage increase in the U.S. CPI-U for the year ending the previous December 31, but one must have been retired a full year to receive the first COLA. For those who elected in 1984 to contribute only 5 percent to these plans, the benefit is capped at 5 percent each year. But the increases are compounded.

TPS and EPS benefits are increased on July 1 each year according to the same procedure, except the annual COLA is limited to 3 percent of the benefit provided when the participant retired—the increases are not compounded.

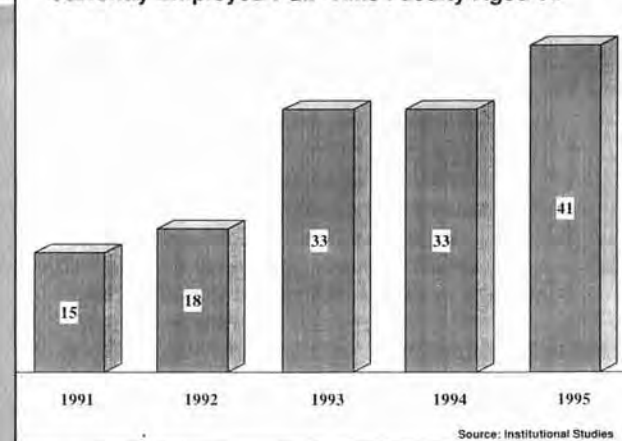
Q. Does one have to retire at age 70?

Until January 1, 1994, faculty must retire at the end of the academic year in which they attain the age of 70. After January 1, 1994, there is no mandatory retirement age for faculty, and retirement is not mandatory for other classes of employees now.

Q. Will my medical and hospital insurance coverage continue after retirement?

Yes. If you participate in one of the state retirement or pension plans, if you have been an employee of the state for at least 16 years, and if you elect one of the standard retirement options that includes you and your spouse, you will be eligible to receive the same coverage that you have while fully employed

Currently Employed Full-Time Faculty Aged 65



for as long as you and/ or your spouse are living. If you have not been an employee for a full 16 years, the state subsidy of your insurance will be prorated for length of service, and you must pay the difference. TIAA-CREF participants may receive the same benefits and have the same restrictions, *except* only the retiree is covered after retirement. The retiree must pay the full premium for spouse and dependents.

Q. Retirement may be a more abrupt change in my life style than I am quite ready for. It is possible to teach or do research at the university, and receive a part-time salary after I retire?

Yes, within statutory limits, and if the department concurs, and of course, if money to fund your post-retirement employment is available to the department.

TIAA-CREF has no limits I know of other than post-retirement employment must be at less than a half-time basis. No further contributions to the fund are made.

The statutory limits for the state plans are: 1) the appointment must be temporary, defined as a term of one year or less; 2) the appointment must be part-time, usually defined as less than half-time; and 3) the annual income shall not exceed an amount derived by subtracting one's *maximum* benefit at the time of retirement from the average of the three highest salaries received while employed. These limitations apply for 10 years after retirement, after which the restrictions disappear.

Social Security has a limit on post-retirement employment as well, but it changes every year. For 1991, the maximum earnable without penalty is \$9,720 from age 65 through 69 (the penalty is \$1 for each \$3 in excess of that), \$7,080 from age 62 through 64 (with a penalty of \$1 for each \$2 excess), and no limit in the year one reaches the age of 70, or thereafter.

Q. Since we pretty much know what our salary will be in 1991-92, would you advise a person to retire now if we can do that without penalty?

I am not a financial planner, and I don't give that kind of advice. There is no way a person can make such a decision without knowing what potential benefits will be. I can

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Sign Up Now for 1991 Fitness Swim-A-Thon

Campus Recreation Services is sponsoring a spring Fitness Swim-A-Thon designed to help beginning and advanced swimmers get started on and stick to a regular swim program. Beginners have five weeks to swim 7.5 miles; advanced swimmers have five weeks to swim 15 miles. All those reaching the 7.5- or 15-mile goal before May 3 will be awarded T-shirts. Entries close April 10 for this free program. Call 314-7218 for more information.

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help faculty make the necessary calculations to arrive at such a decision if they care to schedule a conference with me. Or if they would rather do it themselves, I'll be glad to send them a copy of the work sheets I use to get to that point.

In general, however, if a participant in the old Teachers Retirement Plan is age 62 with about 35 years total service credit, including sick leave and any military credit, or is age 65 with about 32 years total service credit, the calculation could show little improvement in benefits from another year of service, if we assume the 1991 inflation rate will be at or about 5 percent. That is particularly true if a significant tax-deferred annuity corpus has accumulated. In many such cases I have seen, the Replacement Ratio may very well be at 105 percent to 125 percent, which means those people are making quite a contribution for the privilege of coming to work.

Q. What is that "Replacement Ratio" you just mentioned?

RR is a figure expressed in percent, which relates usable income after retirement to usable income while employed. The formula is: $RR = \frac{\text{All Retirement benefits (Pension + OASDI + Tax-deferred Annuity benefit)}}{\text{Take-Home Pay while employed (Salary less taxes, less contributions to pension plan, to FICA and to tax-deferred annuities)}} \times 100$.

Economists estimate that an RR of 85-95 percent will yield about the same standard of living after retirement as before, the variable being commuting distance, parking costs, luncheon costs, clothing requirements, etc. For UMCP faculty, I believe the RR should be at least about 95 percent to have about the same standard of living.

Q. We hear that the State Retirement System is making some fairly large cash distributions to those who transfer from the TRS to the TPS. Is it a good idea to make that change?

That depends on the individual and on how much might be realized. Many of those amounts are in excess of \$500,000, but to defer taxes the total must be rolled into the State 401 (k) plan. The retiree will then receive a benefit as calculated for the new Pension Plan, which will be about one-half to two-thirds of the benefit under the old Retirement Plan, but the tax-deferred annuity corpus will be increased tremendously. But remember that the new Pension Plan has a poorer COLA benefit.

To make this change could be advantageous for some people, and not for others—it should not be done without considerable thought and a thorough knowledge of all of the ramifications.

Q. Is there anything we ought to be doing to get ready for retirement?

Possibly. If you participate in a state plan, do this: 1) Check with the person who keeps your sick leave record to make sure it is current and correct. Some departments are not giving that proper attention, and it

is important. 2) Check the enrollment date shown on the annual statement you get. If you began employment any time between September 1 and June 30, the enrollment date should be the first day of the month in which your appointment began. If not, take the proper evidence of date of appointment and starting salary to the Benefits Office and apply for that time. If your appointment began between July 1 and August 31, the enrollment date should be September 1. 3) If you were in the military service, have you applied for your military credit? You may be able to get credit for your military time, up to a maximum of five years, if you did not get that military credit on some other retirement plan.

Be sure to ask Social Security for a statement of earnings at least every three years, and a statement of retirement benefits about when you reach 61. If you are enrolled in TIAA-CREF, request a statement of benefit occasionally after you turn 55.

Q. I heard that you and Paul Smith (Math) are on a System committee to develop early retirement incentives. What is the committee going to recommend?

As I write the answers to your Q's here in early March, I can say only that the committee has met twice for a total of about three hours, and we have until the end of May to submit a report to Chancellor Langenberg. Obviously, the recommendations submitted to Dr. Toll in 1987 by an earlier task force, which were never implemented, will be considered. I cannot predict what the final report this year will offer. We just haven't moved far enough yet, and besides, any prognosis would seem to be out of order

until the committee's work is done. Everyone needs to realize, also, that there are statutory limits to what may be done under the state plans and the federally authorized IRA, SRA, and 401 (k) plans. In addition TIAA-CREF has some limits on what it will permit. The possibility of some changes in state laws exists, but is not foreseen in the near future.

Q. I don't think I can handle such a major decision as retiring on a "do-it-yourself" basis—where can I go to get some help?

The Benefits Office in the Department of Personnel handles such matters as purchasing additional service credit, getting military credit on your record, applications for calculation of benefits in one of the state plans, applications for retirement, and other retirement related matters. For an appointment with Gene Edwards or Edward Sinsky in the Benefits Office call 405-5654.

TIAA-CREF will provide a statement of retirement benefits available, upon request, and there is no way of calculating those benefits on your own—they can be reached at 800-842-2872, and one can call their office at 2 Wisconsin Circle in Chevy Chase (301-986-9191) for answers to other questions on TIAA-CREF matters.

Also I will be happy to counsel with faculty. I am retired and wonder how I ever found time to go to work, but I enjoy helping any faculty member who is within five years of potential retirement. Call me at (301)-220-2213.

Francis Stark
Emeritus Professor of Horticulture



Dorfman Urges Creative Role for Retired Faculty

Dear Colleague:

First, I think everyone from a first-year employee at College Park to those contemplating retirement in the next year or two owes a large debt of gratitude to Professor Stark for spending so much time clarifying the retirement issues for us. We are delighted that his retirement over 10 years ago did not mean severing his connections with the campus.

And along those lines, I would like to make it clear that the Provost's Office will be very open to requests from departments to rehire retired faculty part-time, and to overcome disincentives to retirement. In these times of diminished fiscal resources, our human resources become even more precious. I think we can ill afford to rule out the possibility of continuing to reap the benefits of a person's 30- or 40-year commitment to a discipline and classroom experience.

Many creative suggestions have been made about how to keep retired faculty as part of the campus community, for their sakes as well as for our own. Their names should be published in the campus faculty directory if they wish. Their listings in scholarly and professional direc-

tories should remain current. They should be invited—at their home addresses—to major campus functions like the fall faculty convocation, commencements, inaugurations, and seminars. If budgets permit, they should be included in the planning for a campus faculty club (when resources permit). Most of all, there are dozens of programs across the campus that cannot afford to hire important support and assistance, but who would welcome the experience and wisdom of retired faculty to tutor or lecture, to act as mentors to students and tenure-track faculty, to represent the university as various functions, to meet distinguished visitors, and so on.

Retired faculty are a largely untapped resource for us, with an excellent potential for injecting important perspectives and great vigor into many of our activities. I encourage everyone to begin thinking of ways to do this, and to send your ideas to me.

J. Robert Dorfman
Vice President for
Academic Affairs
and Provost

CALENDAR



Ensemble Project Ars Nova performs "Southern and Northern Exposures: Music from the Time of Ciconia and Dufay, 1400-1450," Friday, April 12 at 8 p.m., at the Adult Education Center. Ticket prices are \$17 standard admission, \$14.50 students and seniors. Call the University Community Concerts box office for info and reservations.

APRIL 1-10

1 MONDAY

Campus Recreation Services Fitness Swim-a-thon, register April 1-10 to swim 7.5 or 15 miles by May 3, 1104 Reckord Armory. Call 4-7218 for info.

International Affairs Panel Discussion: "Can U.S. Foreign Policy Survive the End of the Gulf War?" Michael Hooker, moderator; Panelists: George Quester, Government and Politics; Lou Cantori, Political Science; UMBC, and Ziad Abu-Amr, Foreign Policy Fellow, 3:30-5:30 p.m., 2203 Art/Soc. Call 5-4772 for info.

Horticulture Seminar: "The State of the Department: My Sermon on the Mount," Frank Gouin, Horticulture, 4 p.m., 0128B Holzapel. Call 5-4356 for info.

Computer Science Colloquium: "A New Approach to Prototyping Distributed, Time Sensitive Systems," David C. Luckham, Stanford U., 4 p.m., 0111 Classroom Bldg. Call 5-2661 for info.

Space Science Seminar: "ISEE 3 in the Magnetotail," Don Fairfield, NASA/Goddard, 4:30 p.m., 1113 Computer and Space Sciences. Call 5-4829 for info.

2 TUESDAY

Art Gallery Exhibition: "New Territory: Art from East Germany," today-April 26, The Art Gallery, Art/Soc. Call 5-2763 for info.

Music Department Concert: Eugene Troth Memorial, Carmen Balhop, Linda Mabbs, Emerson Head, Robert McCoy and Ron Elliston, performers; 8:00 p.m., Tawes Recital Hall. Call 5-5548 for info.

Distinguished Scholar-Teacher Lecture: "Anthropology as Science and as Fiction," Nancie Gonzalez, Anthropology, 4 p.m., 2203 Art/Soc, reception following. Call 5-9353 for info.

3 WEDNESDAY

Counseling Center Research and Development Meeting: "Writing the History of Freedom," Ira Berlin, History, noon-1 p.m., 0106-0114 Shoemaker. Call 4-7691 for info.

Noontime Seminar on Computers in the Arts and Humanities: "Film Text/Critical Text," Robert Kolker, Radio, Television, and Film, noon-1:30 p.m., 0202 Tawes, Suite 220. Call 5-6261 for info.

Molecular and Cell Biology Seminar: "Molecular Biology of Rotaviruses," Mary K. Estes, Baylor College of Medicine, Houston, TX, 12:05 p.m., 1208 Zoo/Psych. Call 5-6991 for info.

Office of Human Relations and OMSE Lunch-time Lecture: "Asian Americans and Pacific Americans in Higher Education," Paula Bagasao, U. of California, 12:30-2 p.m., 0109 Hornbake Library. Call 5-2842 for info.

Department of Germanic and Slavic Languages and Literatures Lecture: "Lebensbedingungen der Migrantinnen (Gastarbeiterinnen) in Deutschland," Rita Rosen, Fachhochschule Weisbaden, Germany, 4 p.m., multipurpose room, St. Mary's Hall. Call 5-4107 for info.

Campus Recreation Services "Tour de Terp," an in-door cycling contest on Air-Dyne exercise bike, 3-5 p.m., Health and Human Performance Bldg. Call 4-7218 for info.

Foreign Policy Fellows

Seminar: "Views from Abroad on the Environment," Christopher Fuchs, chair, Center for Global Change; Mizanur Rahman Khan, Bangladesh Institute of International and Strategic Studies; and Yasutoshi Nishimura, MITI Global Environmental Affairs, 3:30 p.m., student lounge, Morrill Hall. Call 5-6353 for info.

Graduate School Distinguished Lecturer: "The Quest for the Perfect Language in Western Culture," Umberto Eco, 3:30 p.m., 1412 Physics, wine and cheese reception to follow. Call 5-4258 for info.

Anthropology Lecture: "Food and Culture: African Foods and African American Food Habits," Richard Orraca-Tetteh, Anthropology, 3:30-5 p.m., 1114 Woods Hall. Call 5-1423 for info.

Department of Textiles and Consumer Economics Lecture: "The Mexican Perspective on the Proposed North American Free Trade Agreement," Miguel Lima, Minister of Trade, Mexican Embassy, 3:30-5 p.m., 0103 Armory. Call 5-6648 for info.

Classics Department Lecture: "Gender in the Homeric Epics," Seth L. Schein, Queens College, SUNY; response, Katie King, Women's Studies, 4 p.m., 2309 Art/Soc. Call 5-2013 for info.

College of Library and Information Services Alumni Spring Evening Program: "News, Damn News and Lies: Evaluating Current Events," Thomas S. Blanton, National Security Archives, 7-9 p.m., light supper served 6 p.m., 4114 Hornbake Library. Call 5-2064 for info and reservations.

Architecture Lecture: "Recent Excavations in India," John Fritz, archaeologist, 7:30 p.m., Architecture Auditorium. Call 5-6284 for info.

Writers Here and Now Reading, Yusef Komunyakaa, novelist, 8 p.m., location TBA. Call 5-3820 for info.

4 THURSDAY

Academic Support for Returning Athletes Program Forum: "Time Out!," student-athletes speak, Javaune Adams-Gaston, moderator, 11 a.m.-1 p.m., 2146 Stamp Student Union. Call 5-4741 for info.

Meteorology Seminar: "Non-linear Baroclinic Adjustments," Priscilla Cehelsky, Bethesda, 3:30 p.m., 2114 Computer and Space Sciences, reception at 3 p.m. Call 5-5392 for info.

Graduate School Distinguished Lecturer: "Evolution of Darwinian Thought," Philip Kitcher, Philosophy, U. of California at San Diego, 3:30 p.m., 2203 Art/Soc. Call 5-4258 for info.

Reliability Engineering Seminar: "Reliability of Multilayer Ceramic Capacitors," Stewart Kurtz, Pennsylvania State U., 5:15-6:15 p.m., 2115 Chemical and Nuclear Engineering Bldg. Call 5-3887 or 5-3883 for info.

Greater Washington Solid State Physics Colloquium: "First Principles of Calculations of Atom Energetics," Peter J. Feibelman, Sandia National Labs, Albuquerque, NM, 8 p.m., 1410 Physics. Call 5-6142 for info.

5 FRIDAY

Academic Support for Returning Athletes Program "Red and White Day," demonstrate school spirit and support for university athletes by wearing school colors today. Call 5-4741 for info.

Geology Seminar: "Reddening the Dune Sands: An Alternative Mechanism," Patricia Jacobberger, National Air and Space Museum, Smithsonian Institution, 11 a.m., 0105 Hornbake Library. Call 5-2783 for info.

Entomology Colloquium: "Herbivore-plant Evolution: Host-plant Reactions and Herbivory Preference/Performance," Warren G. Abrahamson, Bucknell U., noon, 2242 Patterson. Call 5-3912 for info.

Neuroscience Colloquium: "The Neurobiological Effects of the Organophosphates (nerve gases)," Kenneth Dretchen, Georgetown U., noon-1 p.m., 1208 Zoo/Psych. Call 5-6884 for info.

Mental Health Lunch 'n Learn: "Imago Relationship Theory," Margie Silverton, Mental Health Services, 1-2 p.m., 3100E Health Center. Call 4-8106 for info.

University Honors Program Lecture: "Can We Sustain Agriculture?," Raymond Weil, Agronomy, 2 p.m., Honors Lounge, 0110 Hornbake Library. Call 4-0643 for info.

Collective Choice Center Conference: "The Real Problem of Social Choice as Exemplified by the European Community and Eastern Europe," James Coleman, U. of Chicago, followed by panel discussion, 2-4 p.m., Rossborough Inn. Call 5-3507 for info.

University of Maryland Symphony Orchestra Concert, William Hudson, conductor, 8 p.m., Tawes Recital Hall. Call 5-5548 for info.

Maryland Summer Institute for the Creative and Performing Arts Piano Recital: Oleg Volkov, finalist in the 1990 International William Kapell Piano Competition, performing works of Beethoven, Mendelssohn, and Rachmaninoff, 8 p.m., Adult Education Center. Call 5-6543 for info.

6 SATURDAY

National Student Athlete Day

Children's Puppet Show, presented by Blue Sky Puppet Theatre, teaching children awareness of energy conservation, 1 p.m., Hardee's eating area, Stamp Student Union. Call 4-7843 for info.

Music Department Concert: Ulrich Undergraduate Competition, 7 p.m., Tawes Recital Hall. Call 5-5548 for info.

7 SUNDAY

Wanderlust: "The Real World of Thailand," Rick Howard, 3 p.m., Hoff Theatre. Call 4-HOFF for info.

Music Department Concert: Ulrich Graduate Competition, 7 p.m., Tawes Recital Hall. Call 5-5548 for info.

8 MONDAY

Campus Recreation Services Intramural Wrestling, sign up today, 1104 Reckord Armory. Call 4-7218 for info.

Counseling Center Returning Students Program: "Assertiveness Workshop," today and April 15, 11 a.m.-noon, 2201 Shoemaker. Call 4-7693 for info.

Geology Seminar: "Phanerozoic Denudation History of the Southern New England Appalachians from Pressure Data," E-an Zen, Geology, 11 a.m., 0105 Hornbake Library. Call 5-2783 for info.

Entomology Colloquium: "Regulation of a Metamorphosis-associated Protein by Juvenile Hormone," Grace Jones, U. of Kentucky, 4 p.m., 0200 Symons. Call 5-3912 for info.

Horticulture Seminar: "Control of Photosynthesis in Fruit Crops: Role of Stomata," J.A. Flore, Michigan State U., 4 p.m., 0128B Holzapel. Call 5-4356 for info.

Computer Science Colloquium: "Program Restructuring for Fun and Profit," Michael Wolfe, Oregon Grad. Inst. of Science and Technology, 4 p.m., 0111 Classroom Bldg. Call 5-2661 for info.

Space Science Seminar: "Radio Absorption by the Intergalactic Medium and Non-Big-Bang Models of the Cosmic Background Radiation," Eric Lerner, Lawrenceville Plasma Physics, 4:30 p.m., 1113 Computer and Space Sciences. Call 5-4829 for info.

Wanderlust: "The Real World of Thailand," Rick Howard, 8 p.m., Hoff Theatre. Call 4-HOFF for info.

9 TUESDAY

Neuroscience Colloquium: "Neurogenesis in Adult Avian Brain as an Animal Model of Brain Self-Repair," Fernando Nottebohm, noon-1 p.m., 1208 Zoo/Psych. Call 5-6884 for info.

Zoology Seminar: "Genetic Considerations for Reintroduction of Guam Rails to the Wild," Susan Haig, Fish and Wildlife Service, Clemson U., noon, 1208 Zoo/Psych. Call 5-6949 for info.

Center for Teaching Excellence "Conversations about Teaching:" keynote address followed by active dialogue, noon-1:30 p.m. (bring brown-bag lunch), Maryland Room, Marie Mount. Call 5-3154 for info.

College of Engineering Job Fair, for students of all majors, summer, part-time, internship and permanent opportunities, noon-4 p.m., Grand Ballroom, Stamp Student Union. Call 4-7228 for info.

Danish Lecture: "Den 9, April 1940," P. M. Mitchell, Cornell U., 12:30-1:45 p.m., 2122 Jimenez. Call 5-4097 for info.

Entomology Colloquium: "Lost in the Prairie: Insect Host Finding in a Complex Environment," Patrice Morrow, U. of Minnesota, noon, 2242 Patterson. Call 5-3912 for info.

University Theatre: "Top Girls," today-April 14 and 16-20, 8 p.m., Sunday matinees, April 14 and 21, 2 p.m., Pugliese Theatre. Call 5-2201 for info.

10 WEDNESDAY

Campus Recreation Services Team Horseshoes, sign up today, 1104 Reckord Armory. Call 4-7218 for info.

Counseling Center Research and Development Meeting: "Effects of Counselor as Audience on the Internalization of Depressed and Non-Depressed Self-Presentations," Anita Kelly, Counseling Center, noon-1 p.m., 0106-0114 Shoemaker. Call 4-7691 for info.

Noontime Seminar on Computers in the Arts and Humanities: "Megatrends in Humanities Computing," Glenn Ricart, Computer Science Center, noon-1:30 p.m., 1102 Francis Scott Key. Call 5-4337 for info.

Molecular and Cell Biology Seminar: "Molecular Basis of Drug Resistance in Falciparum Malaria," Thomas Welles, National Institute of Allergy and Infectious Diseases, 12:05 p.m., 1208 Zoo/Psych. Call 5-6991 for info.

Foreign Policy Fellows

Seminar: "A New Order in Africa?," W. Bediako Lamouche-Smith, African American Studies, UMBC; Tina Semiti, Tanzania; Kayode Soremekun, Ile-Ife, 3:30 p.m., student lounge, Morrill Hall. Call 5-6353 for info.

Anthropology Lecture: "Women Factory Workers and the Korean Economic Miracle," Seung-Kyung Kim, Women's Studies, 3:30-5 p.m., 1114 Woods Hall. Call 5-1423 for info.

Distinguished Scholar-Teacher Lecture: "Emancipation and the Meaning of Freedom in 19th-Century America," Ira Berlin, History, 4 p.m., 2203 Art/Soc, reception following. Call 5-9353 for info.

Science, Technology and Society Lecture: "What's Next? SDI, Nuclear and Other High-Tech Weapons after the Cold and Gulf Wars," Herbert York, Institution on Global Conflict and Cooperation, U. of California, 4 p.m., 2309 Art/Soc. Call 5-5271 for info.

Committee on the History and Philosophy of Science Lecture: "Biological Order and Design in the Light of Contemporary Evolutionary Theory," Robert Brandon, Duke U., 8 p.m., Montgomery Blair High School auditorium, Silver Spring. Call 5-5691 for info.



University Theatre: "Top Girls," 8 p.m., Pugliese Theatre. See April 9 for details.

* Admission charge for this event. All others are free.